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stroyed. . . . The currency system . . . is wrecked. The transportation system . . . is demoralized. Political jealousy, fear and hatred among nations have arisen. Worst of all there is a pathetic absence of constructive thinking and plans to restore world trading. . . . The relation of the American banker to this work . . . is of outstanding importance."

One of the best things in the book is the analysis of the Inter-Allied Indebtedness in the paper of Mr. Fred I. Kent of the Banker's Trust Co., of N. Y. If his conclusions could be summed up in a single sentence it would be in this: "Should it be found on examination that some round percentage, such as say 60 per cent of the loans made our Allies, could fairly be considered by this country as having gone primarily for its own service, and if we should then come to some agreement with our Allies under which their governments would coöperate with this country towards bringing order out of the present economic chaos which exists, the good to this country and to the world would be inestimable."

FRANK BUFFINGTON VROOMAN.

DRURY, AUBREY. *World Metric Standardization: An Urgent Issue*. Pp. 525, illustrated. Price, \$5.00. San Francisco, Cal.: World Metric Standardization Council, 1922.

A volume of testimony urging world-wide adoption of the metric units of weights and measures-meter-liter-gram.

LAUCK, W. JETT, AND WATTS, CLAUDE S. *The Industrial Code*. Pp. 578. Price, \$4.00. New York: Funk & Wagnalls Company, 1922.

The authors of *The Industrial Code* were active participants in the work of the National War Labor Board. Their experience convinces them that certain fundamental principles underlying industrial relations lead toward social progress and industrial peace. Arbitrations or settlements not based upon any principles, they regard as barren expedients. The success of the National War Labor Board in keeping production at a practically uninterrupted maximum is attributed

in part to the incorporation of some of these principles in its "constitution." Since the Armistice some of these principles have been challenged and fought. The proposed industrial code is a bill of rights to guide industrial tribunals. The code amounts to a standard required by public policy. Its elements are found in the pronouncement of leading statesmen and economists in existing trade agreements in various countries, in the labor provisions of the Versailles Treaty, and the structure of the War Labor Board. The proposed code reads:—

To the end that there may be peace in industry with equal and exact justice to capital, to labor and to the public, and to the end that there may be uniformity and regularity of employment and that production may be stabilized and stimulated, these principles are proclaimed as the bases of all relations between employer and employed and of all adjustments of such relations.

1. The right of employers and employees to organize is recognized and affirmed. This right shall not be denied, abridged, or interfered with in any manner whatsoever, nor shall coercive measures of any kind be used by employers or employees, or by their agents or representatives, to compel or induce employers or employees to exercise or to refrain from exercising this right.

2. The right of employers and of employees to bargain collectively through representatives of their own choosing is recognized and affirmed.

3. The right of all workers to a living wage, with differentials for skill, experience, hazards of employment and deficiencies, is recognized and affirmed.

4. Eight hours is recognized as the standard work-day and six days as the standard work-week. If conditions render the application of the standard work-day and work-week impossible or impracticable, then the basic eight-hour day and 48-hour week shall prevail, with payment for overtime or extra time at a rate in excess of the basic hourly or weekly rate.

5. The right of women to engage in industrial occupations is recognized and affirmed; their rates for pay shall be the same as those of male workers for the same or equivalent service performed; they shall be accorded all the rights and guarantees granted to male workers, and the conditions of their employment shall surround them with every safeguard of their health and strength and guarantee them the full measure of protection which is the debt of society to mothers and to potential mothers.

The authors doubt whether such a code will be adopted by agreements between employers and employees and regard legislative sanction as necessary. The Kenyon Bill (introduced in the U. S. Senate February 13, 1920) to provide for the settlement of disputes in the coal industry is cited with approval, and also the bill to revive the National Labor Board based upon a similar code. It is heartening to believe with the authors that such principles bear the same relation to the rights and duties of employer and employee as political constitutions bear to the rights and duties of all citizens. "Industrial peace may be an ideal, but for centuries political liberty was only an ideal."

The great value of this book lies in the debate it engenders and in focussing attention upon the fundamental questions at issue. All these principles represent a gain for labor and presumably for society and are acquiesced in by a number of employers, though not by the most vocal groups of the moment. The casual reader will be surprised by the number of statements of principles adopted by Chambers of Commerce, Labor organizations and public groups since the war which include some of these principles. A prudent man will not argue for or against the "open shop" or the "closed shop" without noticing from these statements the several definitions of each and their effects. The authors have done a real service in assembling these statements in an appendix which constitutes nearly half the book. These documents show that the search for an agreement upon an industrial code is proceeding under great pressure and is of paramount interest to the industrial leaders of the United States. The documents in the appendix constitute a section of industrial history since the war which every student will appreciate in such convenient form.

OTTO T. MALLERY.

DODD, WALTER F. *State Government*. Pp. xiii, 578. Price, \$3.75. New York: The Century Company, 1922.

In this, the fifth volume of the Century Political Science Series, Dr. Dodd has employed a method of approach significant

of recent political theory. The book, to let it speak for itself, "seeks to treat state governments, not as something independent, but as the units that go to make up the nation. . . . The work of government is a single task to be done through carefully planned and organized machinery, and by means of careful coöperation in nation, state and local area." (pp. 11, 14). Such an approach lends a basis for a realistic discussion of the administrative problems that have recently come into prominence. The enforcement of prohibition and the development of national subsidies are two outstanding instances. These pose the problem: What is the proper area for the execution of an adopted policy of governmental supervision? Though Dr. Dodd realizes the problem, his treatment is formalistic. Burdened with the task of establishing a thesis, the author's conclusions in this matter are rather anemic.

In the field of the relations between state and local governments, Dr. Dodd is more successful. Here he has more adequately shown the nature of the problem, and more clearly indicated means of solution.

The solution may be summed up in the word Simplify. This, indeed, is the keynote of Dr. Dodd's plea. Recognizing that the work of government has increased, and will in all probability grow in the future, complexity of organization is inevitable. But complexity does not necessarily involve confusion and irresponsibility, though these we now have with us. By making the channels of control clear, the multitude of activities of government should become unified. Policy will be intelligent and intelligible.

To achieve this unity, Dr. Dodd would simplify the structure of government. It is for this reason that he would have a brief constitution confined to matters of really fundamental importance, as opposed to a lengthy constitution whose details must be amended through popular vote at frequent intervals.' (p. 124). It is for this reason that he advocates a unicameral legislature, a unified court system such as that proposed by the American Judicature Society, the short ballot, an extension of administrative rule-making power. For the same reason, local areas